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WOMEN IN THE VERMONT LABOR FORCE

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HIGHLIGHTS

During 1979, women represented 44.1 percent of the employment in firms covered by Vermont's Unemployment Compensation Law. This is an increase over 1978's 43.4 percent.

1979 estimates indicate 54.5 percent of women and 78.9 percent of men over 16 years of age participated in the Vermont labor force.

For women, labor force participation was highest in the 20-24 age group, while, for men, participation was highest in the 25-44 group.

Women accounted for nearly 90 percent of the apparel manufacturing employment and 85 percent of the health services employment.

As in 1978, women were represented to the smallest extent in the mining and construction industries, with 6.2 and 7.7 percent respectively.

Just under one-half of the people seeking work through Vermont Job Service in 1979 were women.

1979 unemployment among Vermont women was estimated at 5.7 percent, compared with 5.1 percent for the total labor force.

In 1979, women represented 82.2 percent of Vermont's clerical workers, but only 8.4 percent of all craft workers; 64.4 percent of all service workers but only 29.0 percent of managers and administrators.

WOMEN IN THE LABOR FORCE

1979 Current Population Survey estimates indicate the number of women in Vermont's labor force, approximately 102,000, remained relatively unchanged over the year. Women, therefore, represented 42.5 percent of the total. This was a significant increase over the 37.9 percent recorded in 1970 and 33.1 percent in 1960. The labor force is defined as all people over 16 years of age who are either (1) employed or (2) unemployed and actively seeking work.

By comparing population and labor force figures for people 16 years of age and older, we see that during 1979, 54.5 percent of women participated in the labor force. This reflects women's increasing participation, which was only 41.7 percent in 1970 and 34.4 percent in 1960. 1979 figures, however, still indicate that, compared to men, women participate to a much smaller degree. The participation rate for men during 1979 was nearly 79 percent.

According to 1976 data, participation was highest among women aged 20-24, and since 1970, has increased to the greatest extent in this age group. In 1970, 54.4 percent of the women in this age group participated in the labor force, while the rate jumped to 76.3 percent in 1976. Among men, participation has been close to 95 percent for the 25-34 and 35-44 age categories (see Table 2).

There have not been any major shifts in the occupational pattern of Vermont's female workforce. As indicated by Table 3, women continue to account for disproportionately higher shares of clerical and service workers. In 1979, women accounted for more managers and administrators, 29.0 percent, compared to 24.2 percent in 1976. Women's share of craft and farm workers also increased. Detailed representation information for specific occupations will be available through the 1980 Census.

Wage information comparing earnings of Vermont men and women is quite limited. As discussed on page 8 of this report, annual average wages, when compared with the male/female representation by industry, provide some measure of the relative economic position of men and women. It is also possible to compare median earnings figures for year-round, full-time U.S. workers. As noted on

Table 4, in 1978, the median salary for women was 59.7 percent of that for men. Over the past 25 years, there has been no substantial change in the relative position of women's wages. Among the factors contributing to this disparity: the historical pattern of paying less for "female-intensive" jobs, outright discrimination where women do not receive equal pay for equal work and career interruption.

Research by Jacob Mincer and Solomon Polochek found that both single and married women who do not interrupt their working careers earn less than their male counterparts. However, a more recent study by Mincer, along with Haim Ofek, suggests that career interruption is a contributing factor in lower earnings for women. In studying the earnings patterns of married women who reentered the workforce in the late 60's and early 70's, they discovered that "such women not only return to work at a lower real wage than they received when they left, but apparently never catch up to their original potential." 1/

1/ Business Week, October 20, 1980. "Economic Diary" edited by Gene Koretz.

Table 1

LABOR FORCE STATUS BY SEX

ANNUAL AVERAGE LABOR FORCE, PARTICIPATION, UNEMPLOYMENT

FOR VERMONT

(numbers in thousands)

	1979 1/	1976 2/	1970 3/	1960 3/
TOTAL				
Population (16+)	362	339	304	274
Labor Force	240	222	175	148
Participation Rate	66.3	65.3	57.6	54.2
Unemployment	12	18	7	6
Unemployment Rate	5.1	7.8	4.1	4.5
WOMEN				
Population (16+)	187	176	159	141
Labor Force	102	90	66	49
Participation Rate	54.5	51.1	41.7	34.4
Unemployment	6	8	3	3
Unemployment Rate	5.7	9.0	4.7	4.5
MEN				
Population (16+)	175	163	145	132
Labor Force	138	131	109	100
Participation Rate	78.9	80.6	75.2	75.4
Unemployment	6	9	4	5
Unemployment Rate	4.6	7.0	3.8	4.5

1/ Geographic Profile of Employment and Unemployment, U. S. Dept. of Labor, Bureau of Labor Statistics.

2/ 1976 Survey of Income and Education. U. S. Department of Commerce, Bureau of the Census.

3/ 1970 Census of Population and U. S. Census of Population: 1960, U. S. Department of Commerce, Bureau of the Census.

Table 2

LABOR FORCE PARTICIPATION RATES

BY SEX AND AGE

FOR VERMONT

AGE	1976 1/	1970 2/
TOTAL 16+	65.3	57.6
16-19	58.6	40.1
20-24	83.1	63.4
25-34	77.2	68.9
35-44	76.3	74.5
45-64	70.8	68.4
65+	17.6	18.0
WOMEN 16+	51.1	41.7
16-19	49.7	36.0
20-24	76.3	54.1
25-34	59.8	43.4
35-44	59.1	53.0
45-64	56.0	50.7
65+	10.4	11.7
MEN 16+	80.6	75.2
16-19	66.1	44.3
20-24	90.3	73.5
25-34	95.5	94.9
35-44	94.7	95.9
45-64	85.8	87.5
65+	28.7	27.1

1/ 1976 Survey of Income and Education. U.S. Department of Commerce, Bureau of the Census.

2/ 1970 U.S. Census of Population, U.S. Department of Commerce, Bureau of the Census.

Table 3

PERCENT REPRESENTATION OF WOMEN

BY OCCUPATIONAL CATEGORY

FOR VERMONT

OCCUPATIONAL CATEGORY	1979 1/	1976 2/	1970 3/	1960 3/
Total employed	42.1	40.2	37.7	32.8
Professional, technical and kindred workers	43.3	43.1	42.6	46.3
Managers and administrators except farm	29.0	24.2	17.5	16.7
Sales workers	45.9	39.8	38.6	37.0
Clerical workers	82.2	81.2	75.8	68.0
Craft and kindred workers	8.4	5.1	5.4	2.9
Operatives, including transport	43.0	30.6	29.7	26.0
Laborers except farm	8.8	8.0	8.9	5.9
Farm workers	25.4	17.9	7.9	7.8
Service workers	64.4	68.7	63.7	69.2

1/ Geographic Profile of Employment and Unemployment, U. S. Dept. of Labor, Bureau of Labor Statistics.

2/ 1976 Survey of Income and Education. U. S. Department of Commerce, Bureau of the Census.

3/ 1970 Census of Population and U. S. Census of Population: 1960, U. S. Department of Commerce, Bureau of the Census.

Table 4

COMPARISON OF MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS BY SEX FOR THE U.S., 1955-1978

(workers 14 years of age and over)

YEAR	MEDIAN EARNINGS WOMEN	MEN	EARNINGS GAP	WOMEN'S EARNINGS AS A % OF MEN'S
1978	$9,496	$15,919	$6,423	59.7
1977	8,618	14,626	6,008	58.9
1976	8,099	13,455	5,356	60.2
1975	7,504	12,758	5,254	58.8
1974	6,772	11,835	5,063	57.2
1973	6,335	11,186	4,851	56.6
1972	5,903	10,202	4,299	57.9
1971	5,593	9,399	3,806	59.5
1970	5,323	8,966	3,643	59.4
1969	4,977	8,227	3,250	60.5
1968	4,457	7,664	3,207	58.2
1967	4,150	7,182	3,032	57.8
1966	3,973	6,848	2,875	58.0
1965	3,823	6,375	2,552	60.0
1964	3,690	6,195	2,505	59.6
1963	3,561	5,978	2,417	59.6
1962	3,446	5,974	2,528	59.5
1961	3,351	5,644	2,293	59.4
1960	3,293	5,417	2,124	60.8
1959	3,193	5,209	2,016	61.3
1958	3,102	4,927	1,825	63.0
1957	3,008	4,713	1,705	63.8
1956	2,827	4,466	1,639	63.3
1955	2,719	4,252	1,533	63.9

Source: U.S. Department of Commerce, Bureau of the Census: "Money Income of Families and Persons in the United States," Current Population Reports, 1957 to 1977 and 1978.

WOMEN IN COVERED EMPLOYMENT

In 1979, there were 82,231 women employed in firms covered by Vermont's Unemployment Compensation Law. This figure represents a 5.7 percent increase over 1978, while the number of men increased by only 2.8 percent. Despite a one-year decline in total private covered employment in 1975, the number of women has increased steadily since 1970 (see Figure A).

Approximately two out of every five jobs in covered employment were held by women. As indicated by Table 5, women accounted for more than two-thirds of the employment in apparel manufacturing, eating and drinking places, finance, insurance and real estate, and health services. As in 1978, the percentage of women in apparel manufacturing was nearly 90 percent. With the exception of nonelectrical machinery and transportation, which increased by more than two percentage points, and rubber and miscellaneous plastics, which decreased by two percentage points, there were no major shifts in the representation of women by industry. County data, as presented in Table 8, indicates that, compared to the state, the percentage of women was more than five points higher in Bennington, Grand Isle and Lamoille Counties. In contrast, women made up a smaller share of covered employment in Essex County.

Figure C shows the percentage distribution of male/female employment by industry. The service industry accounted for the largest share, 29.8 percent, of women employed by covered firms. Trade, manufacturing, and state and local government accounted for the next largest proportions. In comparison, manufacturing, trade, service, and state and local government accounted for just over 80 percent of the employed men. One out of every two employed women, therefore, worked in either the service or trade industries, while one out of every two men worked in manufacturing or trade.

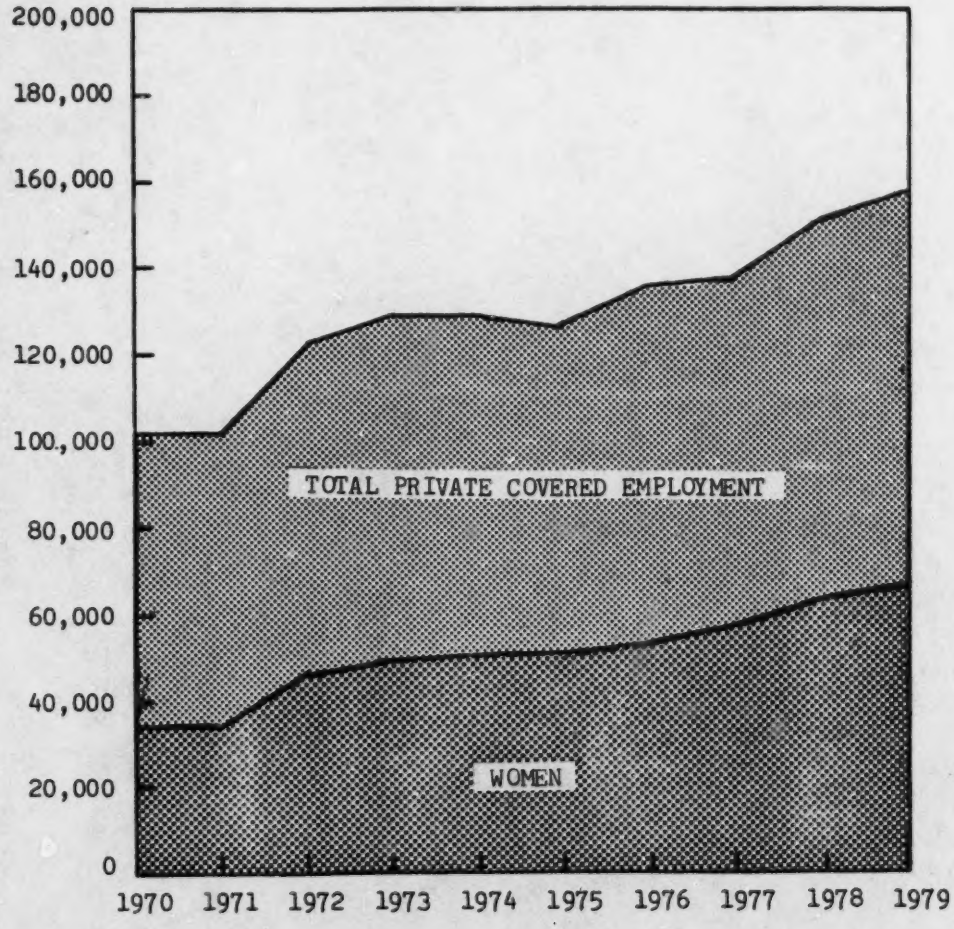
In addition to reporting employment, firms covered by Vermont's Unemployment Compensation Law also report total wages. Average annual wages, therefore, can be determined by dividing total wages by average annual employment. These figures are useful as a relative measure of wage differences among industries and counties, as well as among other states. Due to the fact employers report total wages paid to all employees, men and women, separate wage figures for women are not available. It is possible, however, to compare average annual wages by industry with the percent representation of women.

WOMEN IN COVERED EMPLOYMENT

As was evident in prior years, comparatively small percentages of women were employed in those industries with the highest annual wages. Annual wages in transportation, durable goods manufacturing and mining exceeded $14,000 per year. Women, however, made up less than one-third of the employment in these industries. On the other hand, women accounted for nearly two-thirds of the employment in finance, insurance and real estate, and service. Annual wages in these industries were $11,377 and $8,263, respectively.

Figure A

GROWTH OF WOMEN IN PRIVATE COVERED EMPLOYMENT
COMPARED TO GROWTH OF TOTAL PRIVATE COVERED EMPLOYMENT
VERMONT: 1970-1979 1/



1/ Vermont Statutes provided coverage to employers of one or more employees and extended coverage to nonprofit organizations employing four or more, effective January 1, 1972.

Table 5

NUMBER AND PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

1979 ANNUAL AVERAGES BY INDUSTRY FOR VERMONT

INDUSTRY	TOTAL EMPLOYMENT	NO. WOMEN	% WOMEN
Agriculture/Forestry	1,309	540	41.2
Mining	776	48	6.2
Construction	10,287	789	7.7
Manufacturing	50,878	15,836	31.1
Durable Goods	35,390	9,244	26.1
Lumber & Wood Products	4,177	824	19.7
Furniture & Fixtures	2,818	880	31.2
Stone, Clay & Glass	2,451	308	12.6
Nonelectrical Machinery	7,011	1,202	17.1
Electrical Machinery	13,053	4,177	32.0
Other Durables	5,880	1,853	31.5
Nondurable Goods	15,488	6,592	42.6
Food	2,485	555	22.3
Apparel	1,611	1,439	89.3
Paper	2,690	881	32.8
Printing & Publishing	3,915	1,605	41.0
Rubber & Misc. Plastics	1,709	829	48.5
Other Nondurables	3,078	1,283	41.7
Transp., Comm. & Pub. Util.	8,029	2,247	30.0
Trade	40,855	18,656	45.7
Wholesale	7,894	1,826	23.1
Retail	32,961	16,830	51.1
Eating & Drinking Places	10,071	6,339	62.9
Finance, Insurance & Real Estate	7,791	4,864	62.4
Service	38,177	24,500	64.2
Hotels & Motels	6,912	3,833	55.4
Health Services	13,702	11,578	84.5
All Other Services	17,563	9,089	51.8
Total Private	158,102	67,480	42.7
State & Local Government	28,412	14,751	51.9
Private and State & Local Gvt.	186,514	82,231	44.1

Table 6

NUMBER OF WOMEN IN COVERED EMPLOYMENT

1979 ANNUAL AVERAGES BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC. FOREST.	MINING	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN., INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT 1/	PRIVATE STATE & LOCAL GOVT
State Total	540	48	789	15,836	2,247	18,656	4,864	24,500	67,480	14,751	82,231
Addison	32	0	31	1,090	40	683	142	993	3,011	539	3,550
Bennington	27	0	42	2,160	93	1,502	242	1,715	5,781	672	6,453
Caledonia	*	0	*	633	103	839	174	922	2,730	568	3,298
Chittenden	83	4	223	3,428	652	5,352	1,358	6,462	17,561	3,869	21,430
Essex	*	0	*	288	0	49	10	27	379	123	502
Franklin	*	*	24	808	85	952	190	970	3,041	734	3,775
Grand Isle	*	0	4	2	*	46	14	24	102	101	203
Lamoille	*	*	34	284	55	598	116	969	2,061	474	2,535
Orange	1	2	27	598	30	434	128	559	1,779	564	2,343
Orleans	*	*	16	934	56	508	115	896	2,535	511	3,047
Rutland	50	15	80	1,611	363	2,254	539	3,120	8,032	1,341	9,373
Washington	21	18	95	881	212	1,776	1,136	2,621	6,760	2,661	9,421
Windham	215	*	*	1,714	230	1,820	378	2,697	7,109	1,065	8,174
Windsor	*	*	92	1,405	328	1,709	308	2,090	5,962	1,147	7,109
Unclassified 2/	34	0	*	0	*	133	15	440	637	334	971

* Information witheld to avoid disclosure of individual firm data.

1/ Federal government employment not included as female employment information not available.

2/ Nature of employer's operations are such that employment cannot be segregated by county.

Table 7

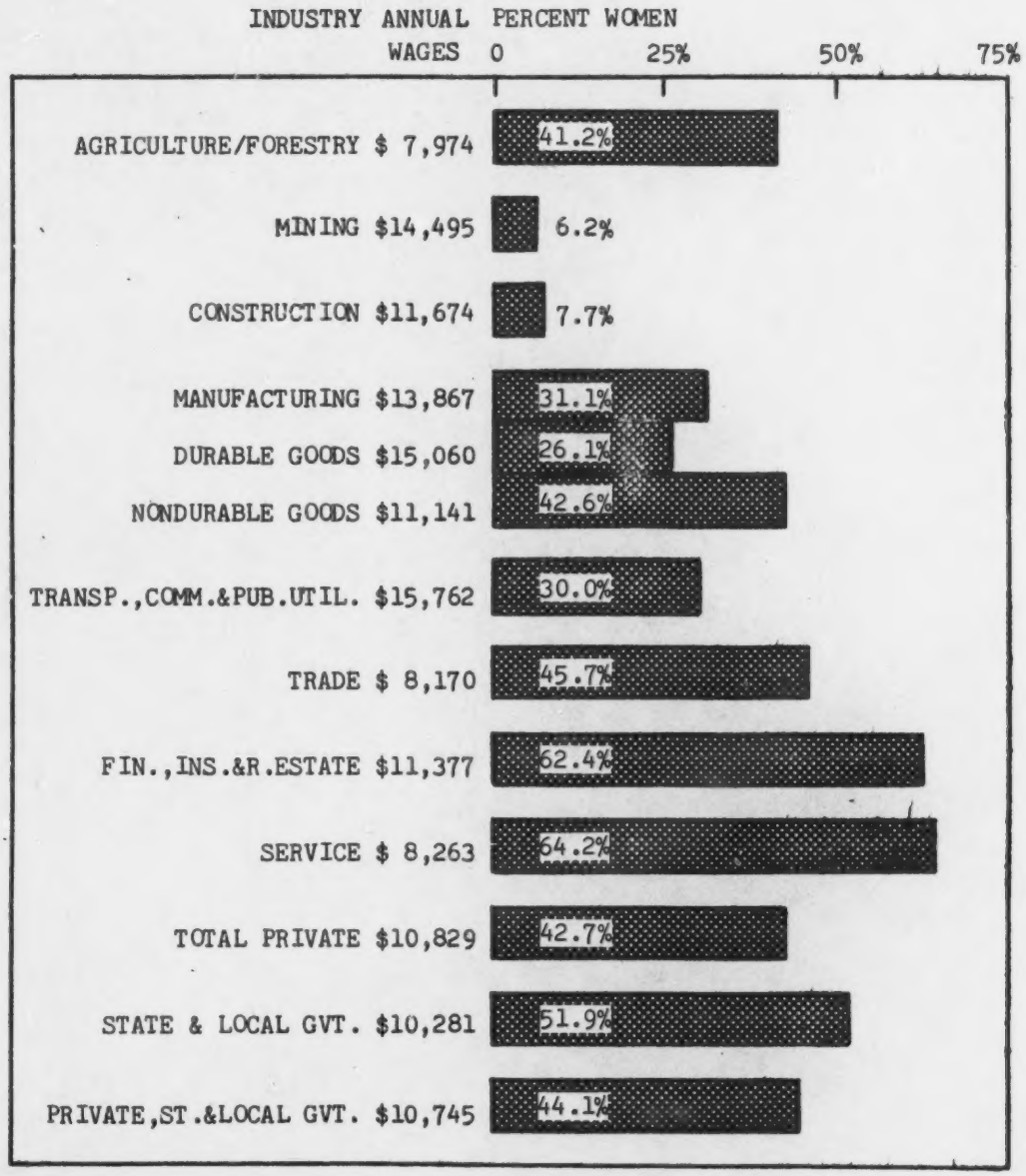
PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
IN 1979 BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC. FOREST.	MINING	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN., INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT 1/	PRIVATE STATE & LOCAL GOVT
State Total	41.2	6.2	7.7	31.1	30.0	45.7	62.4	64,2	42.7	51.9	44.1
Addison	27.6	0	7.7	41.6	24.1	44.9	64.0	56.5	44.2	56.4	45.8
Bennington	43.5	0	6.9	43.7	27.8	50.7	65.2	62.1	48.0	60.0	49.0
Caledonia	*	0	*	29.2	27.2	44.3	54.2	63.9	39.8	51.4	41.4
Chittenden	43.7	6.4	7.8	24.4	28.2	45.7	60.9	65.6	40.6	51.8	42.2
Essex	*	0	*	25.9	0	57.0	71.4	54.0	29.1	65.8	33.7
Franklin	*	*	8.8	32.9	30.2	49.2	65.7	76.4	46.4	57.2	48.1
Grand Isle	*	0	9.3	16.7	*	51.1	82.4	42.1	41.1	77.7	53.7
Lamoille	*	*	8.5	38.5	33.7	50.8	69.9	59.9	47.9	55.3	49.1
Orange	12.5	5.9	9.2	40.7	21.6	41.7	69.6	59.3	43.3	60.5	46.5
Orleans	*	*	6.2	40.0	22.8	44.0	63.4	67.4	44.3	55.0	45.8
Rutland	34.0	9.3	8.5	30.1	27.8	44.7	60.0	68.7	43.7	50.6	44.6
Washington	42.8	6.0	8.4	31.4	25.9	42.9	63.1	61.5	44.2	45.4	44.5
Windham	62.5	*	*	37.5	23.0	49.9	66.4	86.2	46.5	54.4	47.4
Windsor	*	*	8.6	22.5	35.9	44.9	68.9	67.6	38.1	54.8	40.1
Unclassified 2/	23.9	0	*	0	*	20.4	20.0	50.1	28.2	37.9	30.9

* Information witheld to avoid disclosure of individual firm data.
1/ Federal government employment not included as female employment information not available.
2/ Nature of employer's operations are such that employment cannot be segregated by county.

Figure B

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
AND ANNUAL AVERAGE WAGES BY INDUSTRY
VERMONT 1979

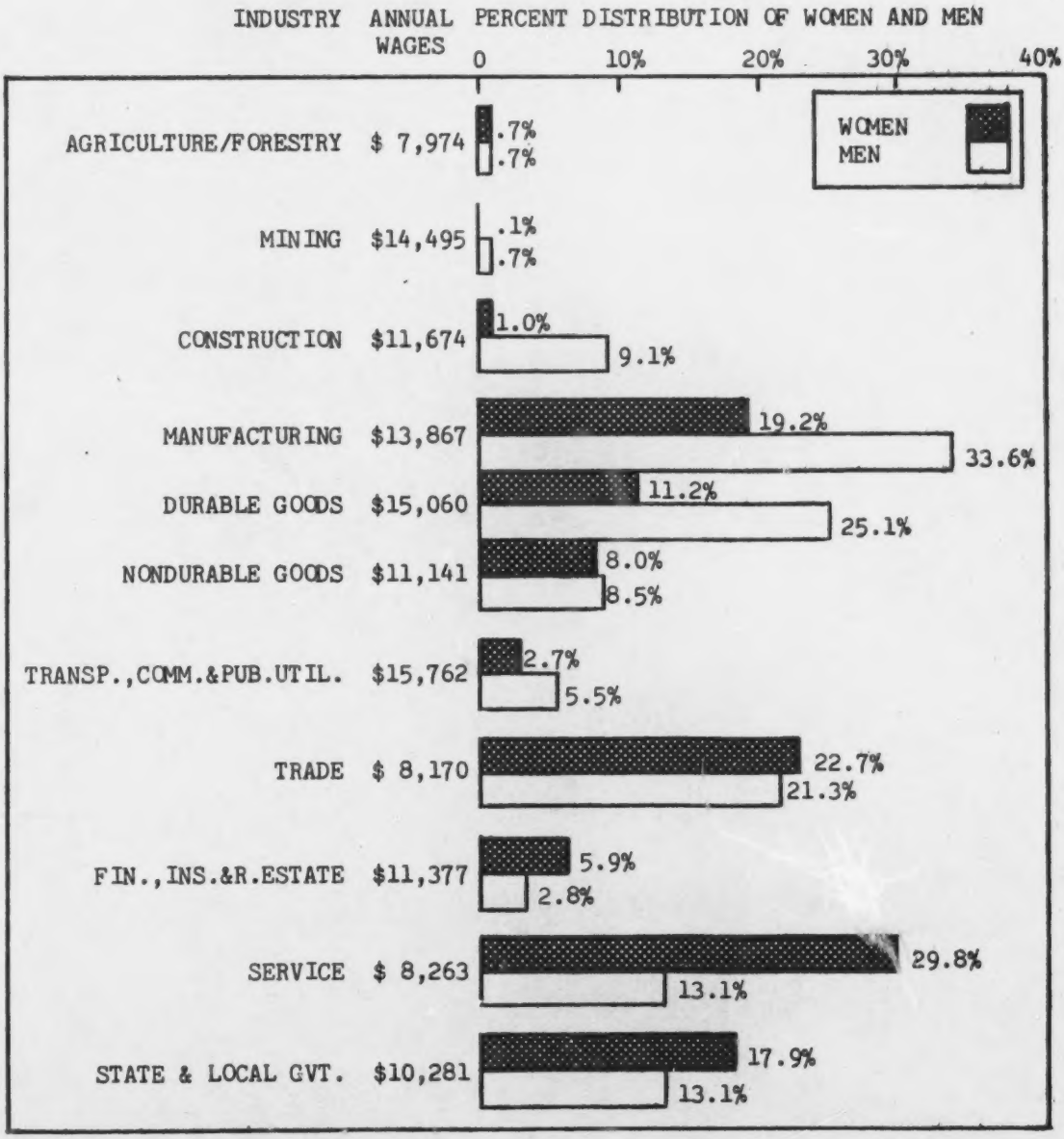


Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

Figure C

PERCENT DISTRIBUTION OF MALE AND FEMALE EMPLOYMENT

AND ANNUAL AVERAGE WAGES BY INDUSTRY FOR 1979



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

Table 8

WOMEN IN COVERED EMPLOYMENT

ANNUAL AVERAGES BY INDUSTRY FOR VERMONT

1970 - 1979

YEAR	AGRIC. FOREST.	MINING	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN., INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT 1/	PRIVATE STATE & LOCAL GOVT
1970	119	51	416	10,684	1,933	10,776	2,963	6,764	33,706	NA	-
1971	133	50	414	10,111	1,928	11,067	3,083	7,171	33,957	NA	-
1972 2/	149	49	480	10,831	1,967	12,703	3,552	16,907	46,639	1,656	48,295
1973	178	39	584	11,832	2,008	13,277	3,706	17,968	49,594	1,578	51,172
1974	187	49	561	12,075	1,998	13,658	3,833	18,060	50,421	1,796	52,217
1975	296	39	509	11,086	1,932	14,108	3,883	19,358	51,211	1,844	53,055
1976	307	32	506	11,943	1,956	14,726	4,035	20,866	54,371	1,869	56,240
1977	347	32	566	12,554	1,976	15,994	4,301	21,904	57,674	1,979	59,653
1978 3/	496	38	683	14,803	2,091	17,664	4,612	23,360	63,747	14,056	77,803
1979	543	48	1,082	15,836	2,327	18,698	4,865	35,103	67,480	14,751	82,231

1/ Federal government employment not included as female employment information not available.

2/ Vermont Statutes provided coverage to employers of one or more employees and extended coverage to non-profit organizations employing four or more, to state hospitals and state institutions of higher education. Effective January 1, 1972.

3/ Vermont Statutes provided coverage to local government and school employees, to state government employees, excluding elected officials etc. and to some agricultural and domestic workers. Effective January 1, 1978.

NA Information not available.

Table 9

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

1974 - 1979 BY INDUSTRY FOR VERMONT

INDUSTRY	1974	1975	1976	1977	1978	1979
Agriculture/Forestry	33.8	50.3	48.7	49.0	43.9	41.2
Mining	6.1	5.3	4.5	4.4	5.0	6.2
Construction	6.7	6.9	6.6	6.8	6.8	7.7
Manufacturing	28.2	27.9	28.9	28.7	31.0	31.1
Durable Goods	21.7	21.3	22.3	22.2	25.2	26.1
Lumber & Wood Products	19.3	19.9	18.2	17.3	18.5	19.7
Furniture & Fixtures	27.4	27.3	26.9	28.2	29.2	31.2
Stone, Clay & Glass	8.8	9.7	10.8	10.3	11.4	12.6
Nonelectrical Machinery	12.1	12.4	12.6	13.2	14.5	17.1
Electrical Machinery	28.8	26.6	28.8	27.3	32.2	32.0
Other Durables	26.8	26.9	27.6	29.2	31.5	31.5
Nondurable Goods	41.3	41.4	41.9	42.1	43.5	42.6
Food	20.4	21.0	21.8	21.5	22.2	22.3
Apparel	89.5	88.5	87.5	89.5	90.9	89.3
Paper	32.2	34.0	33.2	32.8	33.3	32.8
Printing & Publishing	37.1	37.7	38.6	39.5	40.5	41.0
Rubber & Mis. Plastics	46.3	47.2	50.0	47.5	51.7	48.5
Other Nondurables	44.0	43.6	42.0	42.8	43.9	41.7
Transp., Comm. & Pub. Util.	26.8	26.9	26.9	26.3	26.9	30.0
Trade	41.3	41.6	41.9	43.5	45.0	45.7
Wholesale	18.7	18.4	18.2	18.7	21.5	23.1
Retail	45.7	47.0	47.4	49.1	50.4	51.1
Eating & Drinking Places	63.3	62.1	62.0	63.3	62.1	62.9
All Other Retail	39.8	41.3	41.6	43.2	45.1	45.8
Finance, Ins. & Real Estate	58.0	59.0	59.7	61.0	61.8	62.4
Service	62.9	63.0	62.4	63.5	62.9	64.2
Hotels/Motels	55.8	53.7	53.7	54.1	55.4	55.4
Medical	81.4	79.6	83.5	78.9	82.7	84.5
All Other Services	46.5	51.2	47.5	51.8	49.5	51.8
Total Private Employment	39.1	40.4	41.1	41.7	42.2	42.7

Total Unemployment

1979 estimates set unemployment among Vermont women at 5.7 percent, compared with 4.6 percent for men. Total unemployment among women in Vermont, following national trends, has been consistently higher than unemployment among men (see Table 10). In addition, as Table 10 indicates, women's share of unemployment has been higher than women's share of the labor force.

National research conducted by the Bureau of Labor Statistics attributes the higher rate of unemployment among women to job loss, with labor force reentry cited as a second major reason (see Table 11). Moreover, the growth of women's participation in the labor force has increased at a faster rate than the growth of jobs. Professor of Economics Barbara Bergmann, in her testimony before a Joint Economic Committee hearing, stated, "Women's unemployment rates depend first and foremost on the number of jobs that employers are willing to fill with a women and the number of women who want jobs. The increase in the proportion of the labor force which is female has outpaced the increase in the proportion of job slots open to women and it is this disparity which has been the principal cause of the adverse developments in women's unemployment rates."

Table 10

WOMEN'S SHARE OF THE LABOR FORCE AND THE UNEMPLOYED IN VERMONT

	WOMEN AS A % OF THE	
	LABOR FORCE	UNEMPLOYED
1979	42.5	50.0
1978	43.2	50.0
1976	40.5	44.4
1970	37.7	42.9
1960	33.1	50.0

Table 11

REASON FOR UNEMPLOYMENT BY SEX FOR PEOPLE 20+ YEARS OF AGE 1/

U. S. 1979

REASON FOR UNEMPLOYMENT	WOMEN	MEN
Total unemployed	100.0	100.0
Lost last job	37.3	63.6
Left last job	16.3	14.1
Reentered labor force	40.0	19.3
Looking for first job	6.3	3.0

1/ Employment and Earnings, U. S. Department of Labor, Bureau of Labor Statistics. January 1980.

Insured Unemployment

Women represented 40.8 percent of those people receiving regular unemployment compensation benefits in Vermont during 1979. This is not significantly different from the 39.8 percent recorded in 1978. Table 12 presents the characteristics of male and female recipients in terms of industry, occupation, age and duration. This information is based on survey week data for the months of March, June, September and December.

The manufacturing and service industries accounted for the largest shares of female recipients. In comparison, construction and manufacturing accounted for the largest proportions of men receiving benefits. Similar trends were evident with respect to the occupational distribution of male and female recipients, i.e. clerical and sales and service occupations accounted for the largest shares of female recipients, while structural work and miscellaneous occupations accounted for the largest shares of male recipients.

There were no significant differences in age between men and women who were receiving benefits. Approximately one-third of all recipients were 25-34 years of age, with a slightly higher proportion of men in this category.

Likewise, the duration of unemployment showed no significant differences between men and women. Over one-half of all recipients had been receiving benefits for 5-14 weeks and an additional one-fourth received benefits for over 15 weeks.

Table 12

1979 INSURED UNEMPLOYMENT IN VERMONT
% DISTRIBUTION OF WOMEN AND MEN BY
INDUSTRY, OCCUPATION, AGE AND DURATION

INDUSTRY, OCCUPATION AGE, DURATION	WOMEN	MEN
INDUSTRY	100.0	100.0
Construction	2.0	35.9
Manufacturing	28.6	17.2
Durables	12.1	12.0
Nondurables	16.4	5.3
Transportation	3.1	2.7
Trade	18.9	13.8
F.I.R.E.	1.9	1.3
Service	32.8	15.0
Misc. 1/	12.7	14.1
OCCUPATION	100.0	100.0
Professional	15.9	12.5
Clerical & Sales	28.3	6.2
Service	23.8	8.0
Farming	0.5	2.9
Processing	1.9	1.6
Machine Trades	4.4	8.5
Benchwork	10.0	2.5
Structural Work	0.9	34.7
Misc. 2/	14.3	23.1
AGE	100.0	100.0
Under 25	23.8	24.9
25 - 34	32.5	37.0
35 - 44	16.8	15.7
45 - 54	13.4	10.9
55 - 64	10.2	8.0
65+	3.3	3.5
DURATION	100.0	100.0
1 - 2 weeks	11.2	10.4
3 - 4 weeks	11.4	13.8
5 - 14 weeks	50.6	51.5
15+ weeks	26.8	24.3

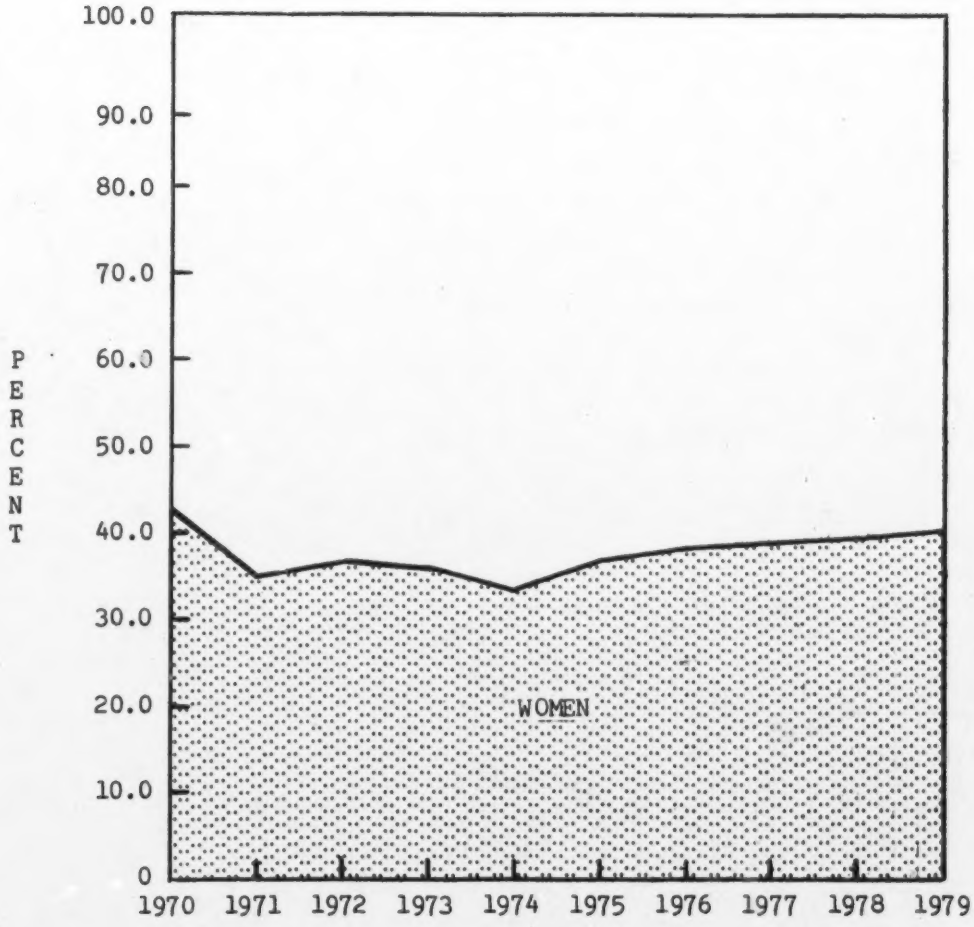
1/ Includes agricultural related, and mining and quarrying industries, as well as government.

2/ Includes Motor Freight, Transportation, Packaging & Materials Handling and Other occupations.

Figure D

WOMEN'S SHARE OF INSURED UNEMPLOYMENT

VERMONT, 1970-1979



Vermont Job Service information indicates that, on average, 48.0 percent of the people seeking work during 1979 were women. This figure is higher than women's share of covered employment, which was 44.1 percent in 1979 (see Table 7). 1979 unemployment estimates, however, correspond to this higher proportion of women job seekers. Unemployment among adult women, estimated at 5.5 percent, was higher than the 3.2 percent for adult men.

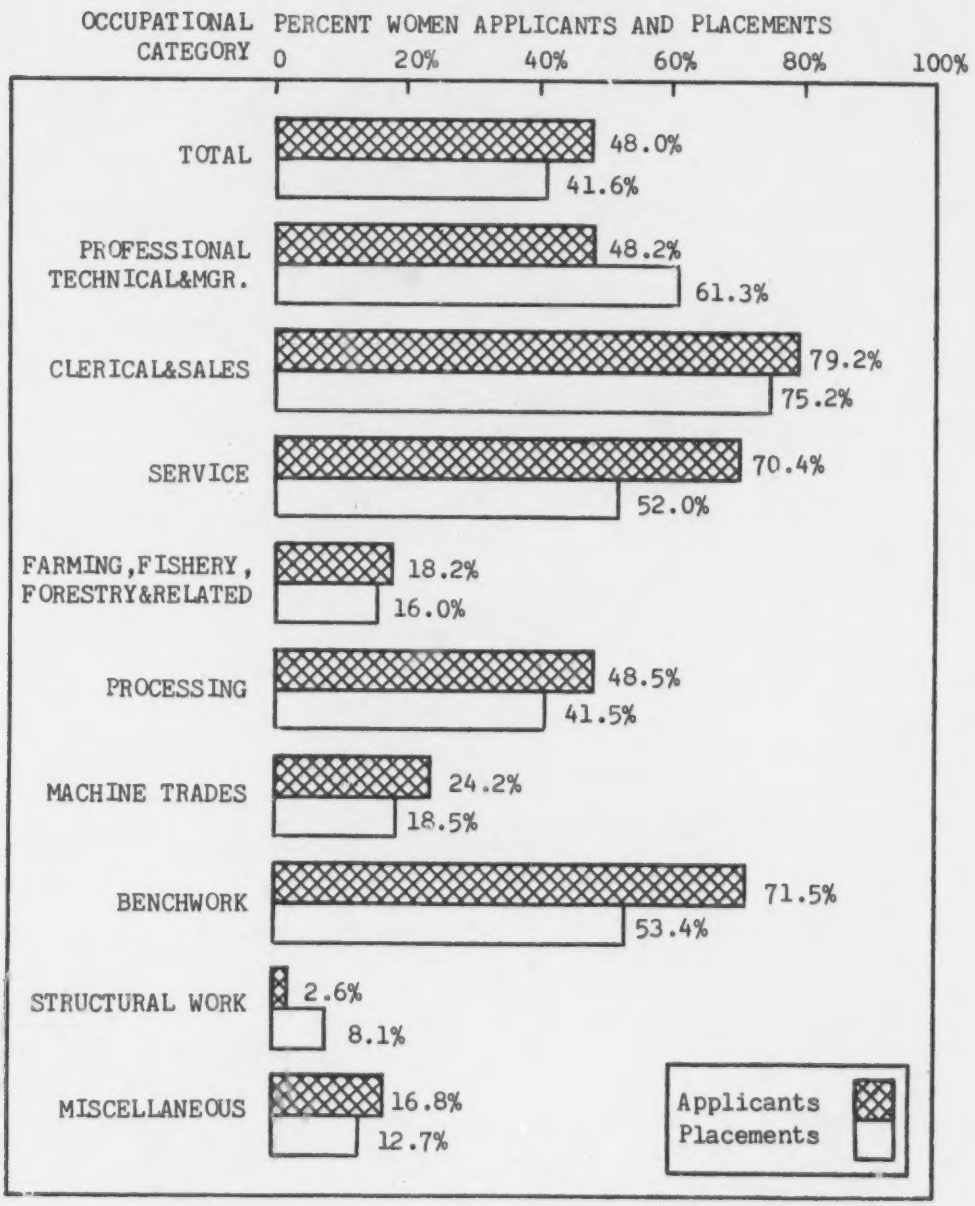
Figure E specifies the percentage of women, by occupation, for both applicants and placements. Women represented disproportionately larger shares of the clerical and sales, service and benchwork occupations applicants. Correspondingly, they represented smaller shares of the applicants in farming, machine trades, structural work and miscellaneous occupations. Women represented a smaller proportion, 41.6 percent, of the people placed in jobs. For only two categories, professional and structural work occupations, was women's share of the placements larger than applicants.

Figure E

PERCENTAGE OF WOMEN APPLICANTS AND PLACEMENTS

BY OCCUPATIONAL CATEGORY

VERMONT JOB SERVICE 1979



DATA SOURCES AND METHODOLOGY

Covered employment figures are compiled from quarterly reports of employers subject to Vermont's Unemployment Compensation Law. Employers report total wages paid and total employment. Employment of women is reported only for the third month of each quarter (March, June, September and December) and no report is made on wages of covered women only. Therefore, average female employment figures are compiled using employment totals only for these four months. A companion report, 1979 Employment and Wages, is the source of the total employment and wage figures used in this report.

Beginning in 1978, coverage was extended to include most state and local government employees as well as employees of non-profit organizations. For this reason, historical comparisons in this report use only employment figures for private covered firms. Federal employment figures have not been included as not all federal agencies have provided information on the number of female employees.

The Characteristics of the Insured Unemployed, a quarterly publication of the Research and Statistics Section, is the source of information about insured unemployment. Data concerning the occupational characteristics of applicants and placements was compiled from Vermont Job Service information.

GLOSSARY OF TERMS

Civilian Labor Force - an estimate of all people over 16 years of age who are either employed or unemployed and actively seeking work.

Employment - an estimate of residents who earned wages during the week including the 12th of the month. This estimate includes residents employed in wage and salary jobs as well as agricultural workers, domestics, self-employed and unpaid family workers and workers on strike.

Total Unemployment - is an estimate of the number of residents who were not working during the survey week, but were able and available for work and had made specific efforts to find a job during the last four weeks.

Unemployment Rate - is the total number of unemployed divided by the civilian labor force.

Labor Force Participation Rate - the proportion of the population over 16 years of age which is in the labor force (labor force ÷ population).

Insured Unemployment - the number of people receiving unemployment insurance benefits.

Covered Employment - the figures for Covered Employment and Wages are totals compiled from quarterly reports submitted by employers subject to Vermont's Unemployment Compensation Law. In general an employer is covered who: (1) Employs one or more at least part of one day in each of twenty calendar weeks in either the current or the preceding calendar year, or pays wages of at least $1,500 in any calendar quarter, or (2) Succeeds to the business of any employer already covered, or (3) Is, or becomes, liable under the Federal Unemployment Tax Act, or (4) Is a religious, charitable or other organization exempted by the Federal Unemployment Tax Act that has four or more employees for twenty weeks during a calendar year, or (5) Is the State of Vermont or a local government unit, or (6) Pays cash wages of $1,000 or more in any calendar quarter for domestic services in a private home, or (7) Pays cash wages of $20,000 or more in any calendar quarter for agricultural services, or employs ten or more workers in agricultural employment during some part of a day in each of at least twenty weeks during a calendar year.

Covered Employment (cont.) - some kinds of work continue to be exempted from coverage under the amended law. The major groups of employees or employing units that are not covered are: (1) Elected officials of state or local government, members of legislature or the judiciary, a member of the State or Air National Guard, certain temporary "emergency" employment, and certain major policymaking positions, (2) Certain types of employment furnished by nonprofit religious, charitable and educational organizations, (3) Family employment, (4) Farm workers eccept for those who meet the requirements listed in the preceding paragraph, (5) Railroad employment, (6) Federal employees working in Vermont and ex-servicepeople and (7) CETA-Public Service Employees who are covered under the Federal Unemployment Benefits Account. Coverage for railroad employees is administered by the Railroad Retirement Board while Federal workers and ex-servicepeople are covered by Federal Law.

Private Covered Employment - the number of people employed by private firms, as opposed to local, state or federal government employers.